Diversity Isn't 'Pink':

The Benefits of Gender Diversity in the Military



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- Women comprise ~14.6% (214,098) of the military 1.
- They have previously been denied some of the same benefits that men have been given including:
- -Serving in combat positions^{2,3};
- -Equal access to benefits and recognition for their service^{4,5};
- -Registration for the Selective Service⁶; and
- -Promotion advancement⁷.
- •Over the last 5 years, some of these barriers have been lifted; however, the integration of women into the military is still resisted by some8.
- -Thus, a double standard still remains⁹, primarily in regards to gender inequality¹⁰.

Gender Diversity in the Workplace

- •Gender inequality is unequal treatment based upon the gender of a person, usually via social constructs and perceptions we have been taught¹¹.
- -Some claim that women in the workplace are responsible for poor unit cohesion, are sexual assault targets, and cannot contribute to the team like men¹².
- -Contrary to such beliefs, research has found women in the workplace have higher levels of empathy and intuition than their male counterpart, thus potentially lending themselves to be better leaders¹³.
- •We elect to approach this gender inequality from the stance of creating gender diversity in the workplace.
- -The U.S. Air Force defines diversity as a composite of individual characteristics, experiences, and abilities¹⁴
- -Diversity = Individualism + Inclusion¹⁵.

1992

Zero-tolerance policy

towards sexual violence

by Congress to serve or combat ships

•Diversity is not about demographics or phenotypic characteristics; it is about the skills, abilities, and experiences that a person brings to the team to accomplish the mission.

Purpose

- •To debunk myths versus realities of women serving in the military
- •To increase gender diversity in the military via awareness of the roles and experiences of women

1991

• Over 41,000 women

combat zone in the Persian Gulf War

Women in the Navy and

combat ships as officers

1978

Table 1. Overview of Literature Review and Timeline

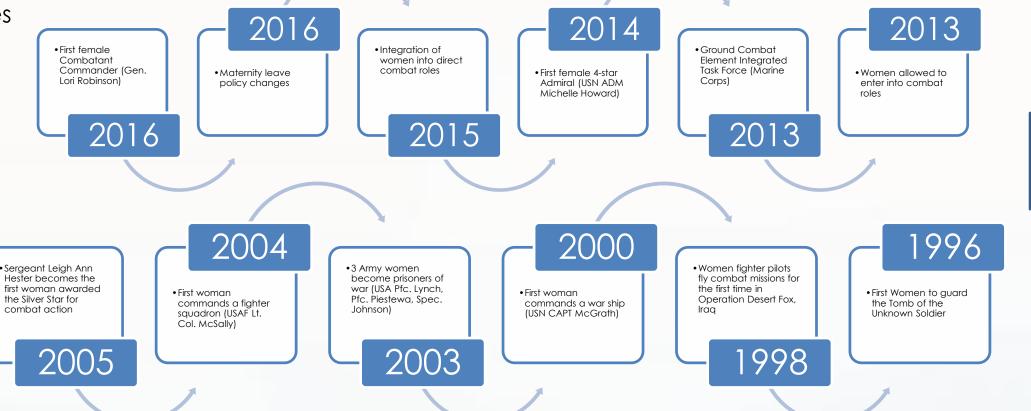
Product		Construction
Goal: To showcase the progression		Researched various databases to obtain up-to-date articles
and integration of women into the		Searched the history of women in the military and diversity of women in the military
U.S. Military to	3.	Created an annotated bibliography of these articles
debunk current myths		Constructed timeline and myths versus realities table this articles into an annotated bibliography

by congress to fly in combat missions



Table 2. Myths versus Realities of Women in the Military

Myths	Realities
Women are not strong enough to fight in combat.	Women have passed the same physical fitness tests as men ^{21.}
Periods and PMS will get in the way of women doing their job.	Men's bodies are just as unpredictable. Periods can be suppressed by contraceptives ²² .
The morale and cohesion of a unit will be decreased by women.	Women have been proven to boost morale and cohesion in integrated units currently serving in Iraq and Afghanistan. Diversity also helps to improve the morale and cohesion of the unit ²³ .
Women are not as emotionally stable as men.	The depression rate between men and women are the same. Men are more likely to commit suicide than women ²⁴ .
Women are more likely to be sexually assaulted.	Women have a higher proportion of sexual assault but more men have been victimized than women ²⁵ .



First U.S. woman promote

1970

o General (USA Gen.

Military "FIRSTs" for Women

- Women have come a long way in the military since 1917 when they were first allowed to join.
- -They initially worked only in clerical jobs and were seen as support staff and unequal to their male counterparts¹⁵.
- •Over the years, many "FIRSTs" for women have occurred:
- -1970: First female General (USA Gen. Anna Hays)
- -2015: First female Army Rangers (USA Lt. Kristen Griest, USA Capt. Shaye Haver)
- -2013: First Ground Combat Element Integrated Task Force to integrate females into combat roles (Marine Corps)
- -2013: Females are allowed to serve in any combat specialty
- -2014: First female Navy 4-star Admiral (USN ADM Michelle Howard)
- -2016: First female Combatant Commander (USAF Gen. Lori Robinson)

Table 3. Video and Interview

Product	Construction
Goal: To obtain insight from an experienced, former high-ranking Air Force Lieutenant General	 Crafted specific interview questions related to women in the military and gender diversity Obtained question and video approval Conducted interview Edited video

Best Practices for Promoting Gender Diversity in the Military

- Maximize the differences women bring to the workplace by building better teams in the workplace¹⁷.
- •Give women leadership opportunities¹⁸.
- Promote gender equality throughout the military in terms of uniforms and access to healthcare¹⁹.
- -Look beyond filling demographic quotas²⁰.

What "FIRSTs" Does the Future Behold for Women?

- •Open the Selective Service to women
- •Encourage more women to serve in Special Operations and combat roles across all Services
- Make uniform costs equal
- Level the playing field for career advancement

Corps (WAC) was created

•Eliminate the gender inequality divide

1948

• Women's Integration





Over 7,000 women served

1962

Vomen were allowed to

be promoted to Genera or Admiral







• Over 400,000 womer

mechanics, administrators, pilots,

ambulance drivers

1942



officially allowed to

ioin as nurses/supp

female to receive

because of her surgical work on the

frontline during the Civil War.

1865





Vomen served as nurses

at home and in Korea

Disclaimer: The opinions and viewpoints expressed herein are those of the author(s) and do not necessarily reflect endorsement of the DoD or DEOMI. Not all individuals in a generation will follow the characteristics and traits listed. References available upon request.

1977

Army approved integration of basic training

emales were admitted to

he end of the military

draft opens up more job

(U.S. Military Academy o

Academy, and the Air Force Academy)